



WORKFORCE DEVELOPMENT
COUNCIL

Date:	August 10, 2009
Island:	State of Hawaii
Prepared By:	WDC Staff

BRIEFING: HIGHLIGHTS OF MAY 12 TO AUGUST 10 STAFF ACTIVITIES

Publications

1. 2009 Report to the Governor: 2010-2014 State Comprehensive Workforce Development Plan. Three hundred copies were printed and sent to the Governor, mayors, legislators, cabinet leaders, WDC members, LWIB chairs, workforce development intermediaries and partners, and public libraries. The report reflects research conducted during the second half of 2008 and the January 12 recommendations of workforce development stakeholders. The report also lists the new WDC committees and the recommendations that they will tackle. The July 2009 short-term employment projections from the DLIR R&S office were also inserted in copies that were mailed out. The Planning Committee guided the completion of the Plan.
2. 2009-2010 ARRA State Plan Modification including Waivers. A “pdf” file of proposed State Plan Modification was posted in www.hawaii.gov/labor/wdc after it was approved by the Governor and submitted to the USDOL on June 30, 2009. The document was completed to meet planning requirements for receiving WIA Title I formula and “Recovery” funds for Adults, Dislocated Workers and Youth programs. The proposed modification focused on questions contained in the USDOL Training and Employment Guidance Letter 14-08. It includes waivers to existing WIA provisions that will facilitate the implementation of ARRA and provide flexibility in implementing WIA laws. The document serves as a proposal that the USDOL has to review and approve by September 30, 2009.
3. Hawaii Green Workforce Study Report. A draft was forwarded to selected stakeholders who are currently involved in ARRA USDOL energy sector grant proposal writing. The report covers research conducted by the DLIR R&S Office in June 2009 and offers an initial definition of green jobs, reviews existing estimates, and presents the limitations of current labor market information. It represents Phase 1 of a Green Workforce Study, a two-phase study that was recommended by an ad hoc group from the April 2009 Energy Sector Work Group on Workforce Development Forum and led by the Planning committee co-chairs. The recommended Phase 2 is a baseline survey similar to Washington State’s Green Economy Jobs baseline survey.
4. WDC E-Newsletter. Two issues have been released to date. The contents serve as updates of WDC development in between Council meetings. At least 300 names were identified as initial recipients and among them are media contacts.

Guidance and Technical Assistance:

1. 2009-2010 Local Area WIA Plan Modification. WIA Bulletin 10-09 on local area WIA plan modification guidelines were signed on July 29, 2009 by the DLIR Director in his capacity as the designated WIA Title I liaison. The DLIR WDD distributed the WIA Bulletin through its mailing list. The New York State's 2009 local area planning instructions was used as a model for clearer State guidance to local areas.
2. ARRA USDOL Competitive Grants (Five for Energy Sector, One for Healthcare Sector). The WDC co-sponsored a June 29 Grant-seeking Workshop. Staff completed timelines, briefs, and outline of technical requirements to facilitate cooperation and competitive grant proposal writing.
 - a. *Green Capacity Building Grant*. No eligible applicant was identified for Hawaii.
 - b. *Labor Market Information Improvement Grant (Green LMI)*. A 15 page proposal was submitted on August 10, 2009 by the DLIR. The DLIR R&S as the State LMI entity is the required lead researcher. The WDC is a required partner for the purpose of ensuring that information will be used by education and training providers planning. The other key partners are DBEDT, DLIR WDD, UH, LWIBs (and EDBs). WDC provided direct grant writing support led by Carolyn Weygan-Hildebrand.
 - c. *Energy Training Partnership Grant*. The Economic Development Alliance for Hawaii (EDAH) will be submitting a statewide proposal by September 4, 2009. Lead partners are the local area EDBs, DBEDT, UH, WDC, DLIR and others. SENTECH is writing the grant proposal. The WDC liaison is James Hardway.
 - d. *Pathways Out of Poverty Grant*. The DLIR Office of Community Services will be the applicant and will be submitting a grant proposal for a Leeward Oahu Initiative by September 29, 2009. The DLIR OCS will be writing the grant. The WDC liaison is James Hardway.
 - e. *State Energy Sector Partnership and Training Grant*. The WDC is the eligible applicant and LWIBs are key partners. A grant proposal will be submitted by October 20. Grant writing will be led by James Hardway and Stan Fichtman.
 - f. *Healthcare Sector and Other High Growth and Emerging Industries Grant*. An applicant has not been identified but the WDC and LWIBs as well as community colleges have initiated statewide efforts. The grant proposal deadline is October 5. WDC support will be led by Anna Powell.

Office and Administrative Improvements:

1. WDC Office Upgrades. The WDC conference room web conferencing facilities have been installed. The WDC Resource Corner is now 25% clear of out-dated materials that are no longer needed.
2. 2009-2010 WDC Budgets. The usual WIA budget presentation was revised and re-aligned to streamline budget reconciliation between the DLIR ASO and the WDC.

Challenges and Issues:

1. WDC Orientation & Committee Work. There were no orientation or committee meetings held.
2. Reduction-In-Force. Two state positions within the WDC were selected for November 13 layoff of 1,100 positions. These are the executive secretary and the senior employment analyst positions.

Workforce Development Division Report for the August 13, 2009 Workforce Development Council Meeting

Date: August 7, 2009

Area: Statewide

Prepared by: WDD Administration

1. WIA and SCSEP Agreements and Modifications

From April to July 2009, over 60 agreements and modifications were developed with counties and service providers for WIA and Senior Community Services Employment Programs (SCSEP) for PY 2008 and 2009 formula funds and for ARRA. For the first time in about nine years, Summer Youth Employment Programs were implemented. Start up for this ARRA-funded program was accelerated because the program had to begin just a few months after ARRA funds became available. Over 800 youth were enrolled in the program.

2. Modification to State Plan for WIA and Wagner-Peyser

WDD contributed toward the development of the Modification to the State Plan for WIA and Wagner-Peyser that was submitted in June 2009. Responses to federal comments are being developed with WDC.

3. Additional Grant Funds for Reemployment Assessments

DLIR WDD requested and received an additional \$521,860 in federal Reemployment Assessment (REA) funds to assist Unemployment Insurance (UI) claimants in returning to work quickly and reduce the duration of their UI benefits. Funds will be used to expand reemployment services to over 7,900 UI claimants statewide by March 31, 2010. The total amount of the REA grant is now \$703,100. Details are being developed for implementation by WDD in close collaboration with UI Division.

4. Apprenticeship Grant and Hawaii Action Clinic

DLIR WDD was awarded \$100,000 by USDOL ETA to assist in transitioning state-registered apprenticeship programs to full compliance under the revised federal regulations that became effective in December 2008. Because the changes significantly alter current programs and state statute, the regulations provide a two-year transition period for all activities to be completed. The funds will be used for staff support to revise state law and rules, modify existing management information systems, and promote greater awareness of apprenticeship programs. The grant is for a period of two years beginning July 2009.

WDD also participated in the Hawaii Action Clinic for Apprenticeship Programs on June 25, 2009. The clinic was successful in stimulating greater interest among service providers and other partners in using apprenticeship programs as a valuable training tool to upgrade workforce skills of their employees and clients.

4. Yellow Ribbon Job and Career Fair

The State Department of Defense is coordinating a Yellow Ribbon Job and Career Fair on Sunday, September 20, 2009, at the Hawaii Convention for returning Army reservists and their spouses. Similar events are being planned on neighbor islands. WDD, Oahu Branch, is coordinating the Job Fair portion of the event for Oahu, and Career Kokua is coordinating the Career Fair portion. WDD invited sponsors of State-approved apprenticeship programs to participate in the career fair, and responses to date have been positive.

5. Green Jobs SGAs

WDD has been actively participating as a team member with the WDC, DBEDT, UH Community Colleges, counties, and other partners in the development of proposals that respond to the Solicitations for Grant Applications for Labor Market Information, State Energy Training Partnerships, State Energy Sector Partners, and Health and High Demand Jobs.

O'ahu Workforce Investment Board

• *Making workforce connections*

TO: Workforce Development Council

FROM: Marilyn A. Matsunaga
Executive Director

SUBJECT: Oahu County Report – August 2009

Board Priorities – Demand Driven Projects:

The Board is looking at a spectrum of job initiatives that provide tools for investing in the workforce:

Jobs Searching Tool -- TORQ:

To help job searchers find jobs that match their capabilities or that are in related fields, OWIB received approval from DLIR to utilize Reed Act Funds for this project. We are now in the process of procuring TORQ for implementation at Oahu WorkLinks sites. TORQ – the Transferable Occupation Relationship Quotient – is an analytical tool that links occupations based on the *abilities, skills, and knowledge* required by workers in a vast number of occupations. TORQ™ expands the notion of career pathways into an interconnected web of possibilities based on the factors that really matter for career mobility – not a specific job that someone is doing or has done, but what someone is *capable* of doing.

Status: In contracting process.

Job Training Tool -- Eligible Training Providers (ETP) Program:

To help enhance the inventory of job training providers and to help customers find relevant courses, OWIB proposed updating the ETP application process. Currently, the list of approved schools and courses exist in paper-based binders. For schools applying to the program, the current application is a 90 page packet coded in green and yellow paper. The new version is now just 12 pages. The City's Department of Information Technology has computer programmers now translating this streamlined form into a fill-able, online application form that will tie directly into a searchable database of courses/schools that can be updated in real-time. This means that the list of courses and schools may be perused from anywhere on the internet. It also means that schools interested in being an ETP may fill out an application online. OWIB is very grateful to the suggestions, guidance and expert help of our fellow LWIBS and especially the WDD on the update of the ETP application process.

In addition, to offer more timely response to job training needs, OWIB now processes ETP applications on a rolling basis instead of just once per year.

Status: ETP online application is in final beta test phase.

Job Readiness Tool – Pilot project on Work Readiness Credentials:

To explore ways of helping employers assess the skill sets of potential employees, OWIB held two seminars on work readiness credentialing instruments within the past twelve months. One instrument is the LRI Accuvision credential. The other instrument is ACT's WorkKeys credential. These two instruments represent different approaches to measuring soft skills. In order to help determine which may best fit our needs on Oahu, this summer with WorkHawaii, we are running a pilot project of both instruments. We are working with our Board members from the UH to design the parameters of the pilot project.

Status: In process for kick-off this summer.

Job Communications Tool – OWIB Website:

The OWIB website hosting was transferred from an outside vendor to the City's server. The website is undergoing a complete redesign to allow users to access timely information in a more expedient manner. For example, hyperlinks were added to the Unemployment Insurance Office and a calendar of Oahu WorkLinks workshops is also being posted. A Twitter feature was added to expand the ways in which we can communicate with our customers.

Status: In final design phase.

Job Environment Tool -- Leading Indicators:

OWIB continues research on its matrix of leading indicators. The matrix includes information from Hawaii economic research organizations, US and international economic think tanks, and highlights economic and labor news from the top 5 points of geographic origin for Hawaii tourists.

Status: Research is ongoing.

Job Growth Tool – “Green” Jobs

OWIB and WorkHawaii are collaborating with WDC, the LWIBs, state government departments, the UH and Community Colleges and others to develop grant applications for the five “Green” grants. Background: Congress provided \$500 million for competitive grants for green jobs training as part of the American Recovery and Reinvestment Act (Recovery Act). Although originating under the same authorizing language, the Department of Labor (DOL) has split this funding into five separate grant competitions for strategic partnerships and other entities to prepare workers for careers in energy efficiency and renewable energy industries.

Status: Ongoing.

Grant: Young Parents Demonstration Program:

The City's Youth Services Center was selected to participate in this innovative demonstration project which serves youth who are pregnant or who are parents. Hundreds of applications were received by the US Department of Labor, and just 13 were selected as grantees. Of the 13 selected, just two were awarded the highest amount possible of \$1 million. And, of the 13 grantees, Youth Services Center is the only government awardee. The City's Youth Services Center received \$1 million.

WIA Programs: Current Quarter & Cumulative as of June 2009 (DRAFT REPORT)

CATEGORY	MEASURES	ACTUAL		GOAL
		Current	4-Qtrs	
ADULT	Entered employment rate	29.4	68.9	79
	Employment retention rate	18.8	68.1	85
	Earnings change	0	\$13,946	\$10,800
	Employment & Credential rate	25	71.5	62
DISLOCATED WORKER	Entered employment rate	31.7	64.1	79
	Employment retention rate	23.5	83.9	86
	Earnings change	\$10,994.3	\$17,174.8	\$14,000
	Employment & Credential rate	24	56.6	66
OLDER YOUTH	Entered employment rate	0	14.3	73
	Employment retention rate	0	60	80.5
	Earnings change	0	\$3,475.50	3,900
	Employment & Credential rate	0	0	69
YOUNGER YOUTH	Skill Attainment Rate	96.3	92.5	70.5
	Diploma Attainment Rate	0	71	44
	Retention Rate	0	37	51

WIB report to the WDC
(For August 13, 2009 WDC Meeting)

Date:	August 4, 2009
Island:	Maui County (Maui, Molokai, and Lanai)
Prepared By:	JoAnn Inamasu

1) SUMMARY

The Maui WIB has recently undergone some changes. Our current Vice Chair Ron Nelson has stepped in as Interim Chair for our WIB since the resignation of Sandy Baz from our Board. We are currently working with the Board on selection of a new Board Chair.

WIB Executive Director, Dayna Honaker recently resigned from her position with the County's Office of Economic Development. So a search for replacement is also underway.

The Board is excited about the Registered Apprenticeship program that was shared at a recent Hawaii Action Clinic on Oahu. Along with raising awareness of the program and the benefits that it entails, the determination of a pilot project is yet to be determined by the designated Committee.

The Board will also be working (via sub-committees) on the Youth RFP which will be issued this Fall for PY2010 and the Local Area Plan.

Further details of the programs that are being administered are described in our report.

2) INDIVIDUAL PROGRAMS

Workforce Development/WorkSource Maui: (WIA Adult and Dislocated Worker Service Provider)

WDD assisted the following employers with their respective recruitment efforts:

- Fun Factory (1)
- Maui Country Club (2)
- Brookstone (2)
- Frito Lay (1)
- Hyatt Regency (2)
- Securitas Security Co. (2)
- Nakamura Mortuary (1)

The daily maintenance of current and newly posted job listings from Employer Relations and/or telephone, e-mail and faxed job orders on going.

Outreach services are provided on a daily (average 3), weekly (approx. 15) and monthly (average 40-60) to various organizations, employers and businesses. Outreach is provided to the Department of Education schools on a regular once per week service to Maui High and Baldwin High. Lahainaluna, King Kekaulike, Seabury, Kamehameha Schools Maui and all Intermediate schools are provided periodic services throughout the school year. Services to Maui Community School for Adults are provided on a request basis.

Other events that the Workforce Development Division/WorkSource Maui have participated in:

- Conducted mock interviews for students at Maui High and Baldwin High Schools
- On going assistance provided to the high schools for Guest Speakers to share with students about industries and careers, employer involvement with mock interviews, soft skills information, internships, mentoring, job shadowing, application and resume preparation
- Participated in Career Fair at Baldwin High School's gymnasium
- Orientation of WDD/WSM One Stop Resource Center to students (16) from Maui High School, Ku'ina Program
- Orientation of WDD/WSM One Stop Resource Center to students (10) from the Puunene Alternative Learning School. Alternative learning students are from Maui High and Baldwin High School, grades 9-12
- Local Office Manager and Employment/Employer Supervisor participated in presentation to on-line internet filing of Unemployment Insurance benefits/claims
- Assisted with application, interview, nomination and selection of students awarded scholarships from the Maui Hotel and Lodging Association's AOHT program
- Participated in Academy of Hospitality and Tourism(AOHT) Advisory Board luncheon at Maui, Baldwin and Lahainaluna High Schools including scholarship luncheon
- Participated in Pacific Radio Group Job Fair at Queen Kaahumanu Center (May 2009)
- Federal Monitoring of National Emergency Grant (April 2009)
- Attended mandatory State Procurement Workshop
- On-sight monitoring of WIA Adult and Dislocated Worker programs by the County of Maui
- Staff participated in Rapid Response for the Maui Prince Resort (approximately 49 to be furloughed)
- Attended Informational Fair at the Sheraton Maui Resort. Service providers, employers and other businesses were in attendance. WDD/WSM, DLIR/Unemployment Insurance Division, Maui Economic Opportunity, Kaiser Permanente, 1st Hawaiian Bank, American Savings Bank

- WDD/WSM participated in the following webinars and teleconferences
 - Re-Employment Services
 - ARRA – Wagner Peyser Re-Employment Services
 - ARRA – National Emergency Grant
 - H2B and H2A – Alien Labor Certification
 - National Emergency Grant Reporting
 - Work Opportunity Tax Credits

WIA (Workforce Investment Act)

- WIA staff continues its efforts in recruiting eligible Adult and Dislocated Worker participants to provide Core, Intensive and Training services. Management continues to work on strategies to improve enrollment, performance, counseling and case management of the WIA program.
- On-going assistance to participants through the NEG (National Emergency Grant) for Molokai Ranch and Aloha Airlines. Eligible participants are currently enrolled in the following programs: Nursing, CNA (Certified Nurse Assistant), Automotive Technology, Business Administration, Basic and Advanced Computer Technology, Sociology, Criminal Justice, Basic CDL (Commercial Driver's License) and Supervisory/Management.
- Training for participants is being provided through Maui Community College Maui/Molokai including training opportunities at Leeward Community College, Kapiolani Community College, UH-West Oahu and Honolulu Community College.

KU'INA PROGRAM (WIA Youth Program operated by Maui Community College)

Workforce Investment Act -- PY08 Performance Measure Outcomes

The Ku'ina Program has been proficient in monitoring the WIA Quarterly Report (ETA Form 9090) sent out by our HireNet Hawaii system administrator, Rae Ordinado. The 3rd quarter report, released on May 13, 2009, reflected that Ku'ina was deficient in three areas: 1) OY Entered Employment Rate; 2) YY Skill Attainment Rate; and 3) YY Diploma Attainment Rate. After careful review by staff it was realized that input of client program information was incomplete. The result of these corrections was reflected in the recent 4th quarter report which showed that Ku'ina exceeded the YY Skill Attainment Rate and the YY Diploma Attainment Rate. However, the 4th quarter also stated that Ku'ina was now deficient in two other categories which staff is researching. By internal records this is not so, therefore the corrections will be made shortly. The 3rd and 4th quarter report also stated 0.00% for the OY Entered Employment Rate. This was because none of the OY exited during the time period in which was reported.

Post-Secondary Education

The Ku'ina Program graduated 2 students in the Spring 2009 semester. Leinani has been with the Ku'ina program since 2004. During the course of her MCC career, she was challenged with numerous obstacles and personal barriers that could have easily made her

give up. She gave birth to her son on February 3, 2007. Four months later she and her baby got into a terrible car accident that resulted in the both of them being in ICU for several days. Despite her scars and terrifying flashbacks, she was able to complete her Liberal Arts degree in May 2009. She recently moved to Tennessee with her baby and is currently looking for a job. Christina also completed her Certificate of Competence in Dental Assisting and is now working towards a Dental Hygiene degree.

Currently we have 5 students taking summer courses at MCC. During the summer we have been gradually registering students for the Fall 2009 semester. We have 21 students who have demonstrated interest in attending MCC this upcoming semester. Of the 21 interested students, we have been experiencing difficulty in contacting 9 of them.

Secondary School Participants

This quarter, Ku'ina enrolled 3 participants to Hui Malama Learning Center and 1 participant into Maui Community Schools for Adults (MCSA). Two of the 4 recently enrolled participants will be testing in the next few months.

Recently, two Ku'ina participants passed all 5 GED tests required to attain their GED. One of which also successfully completed his 6 week program with Hawaii Youth Conservation Corps and registered for Maui Community College. The other will meet with the Ku'ina Program Director to register for classes.

Due to the dramatic tuition increase at Hui Malama Learning Center, Ku'ina has been transferring their 18+ year olds to Maui Community Schools for Adults (MCSA). MCSA has free tuition for participants.

WIA Program Improvements

In June, the Ku'ina Program staff attended two-day training with Laura Aron and Sandra Harvey from Social Policy Research (SPR) Associates. During the course of the training each County's Youth Program was provided an opportunity to share their best practice.

After much discussion, the Ku'ina Program formulated what they now call the "Pre-Enrollment Phase". This phase will last for 1 semester during which the student will be treated like an enrolled Ku'ina student and be obligated to fulfill all requirements set forth by the Program. No funds will be expended on the pre-enrolled participants. The requirements include: two hours of study hall per week; attend 3 success workshops; complete 10-14 modules of financial literacy; complete the Orientation to Employment course; attain monthly progress notes from professors; and meet with Case Manager to discuss progress on a monthly basis. At the end of the semester and upon successful completion of all requirements, the student will then be admitted as a Ku'ina Student the following semester. This process will give students the opportunity to decide if the Ku'ina Program fits their educational needs, as well as help ensure the commitment level of the individual to the program. Currently, Ku'ina has about five students who will be in the pre-enrollment phase for the Fall 2009 semester.

Reed Act funds (staff-High School Career Liaison- HSCL):

Outreach to Maui County High Schools

During Fall Semester 2008, approximately 296 high school students participated in the MCC Unmasked and E Ho'okama'aina events at Maui Community College (MCC). The HSCL played a key role in the recruitment of high school students to the MCC Unmasked event and provided a support role for the latter event, which was hosted by Na Pua No'eau.

During Spring Semester 2009, the HSCL was active at seven Maui County high schools. The schools requested the HSCL to provide one or more components to complement their classroom curriculum. Approximately 430 students were reached, and the activities facilitated by the HSCL assisted students to meet job readiness skills required in their Personal and Transition Plan (PTP).

- At the conclusion of Spring Semester 2009, there were 180 students informed about the services provided by WorkSource Maui/WorkSource Molokai. Of the total 180 students, there were 30 who participated in a field trip to Workforce Development Division (WDD) in Wailuku. This site visit was an orientation for them of the facility's services and Career Center.
- At the conclusion of the Spring Semester 2009, there were 80 students who registered on HireNet Hawaii (HNH) with the assistance of the HSCL.

PTP (Personal Transition Plan) Coordinators' Day

Ku'ina and Jeneen Fukuroku (Maui High PTP Coordinator) hosted a PTP Coordinators' Day at MCC. The basic objective was to have Maui County PTP Coordinators collaborate with each another in regards to curriculum and to discuss the issues that they are facing with the PTP at each of their respective schools. All Maui County schools were represented except for a last-minute cancellation by Lanai High School. This event showcased a coordinated effort including the update of the Uniform PTP Curriculum for Maui County. This event strengthened and established partnerships between the Ku'ina program and the PTP Coordinators at Maui County high schools.

PTP Make-Up Sessions at MCC

At the end of the school year, approximately 70 students from Maui High School (Grade 10) were missing one or more of their PTP requirements. If students fail to complete the PTP, they will not graduate from high school since this is now a graduation requirement under the Department of Education. Ku'ina agreed to partner with Maui High School to assist students in completing their PTP requirements. The HSCL registered students and conducted make-up sessions on June 22 – 23, 29 – 30, and July 6 – 7 at Maui Community College (MCC). There were 29 students that completed a make-up session.

Mentoring Program

The SHRM Maui Chapter is in the process of implementing a mentoring program. They are interested in three aspects of mentoring: an internal program for SHRM members, MCC college students, and high school students. Cooperative Education & Job Placement Director Debbie Revilla will attend the next SHRM Maui Chapter board meeting. There is an excellent fit between the Cooperative Education program, Ku'ina,

and SHRM Maui Chapter's interest in a mentoring program for college and high school students on Maui. Therefore, the HSCL will collaborate with SHRM Maui Chapter to assist high school students with participating in a mentoring program.

Job Shadowing

As part of the Senior Project, students need to complete a Career Project (Job Shadowing/Mentoring). This is defined as a student that works with a community mentor (30 hours), one-on-one, in a specific area related to the student's desired goals and interest. It is the student's responsibility to secure a job shadow opportunity. This information has been shared at the SHRM Maui Chapter's next board meeting. Once a strategic approach is adopted by this organization and Ku'ina, the HSCL will meet with the Senior Project Coordinators to discuss how best to partner.

Internship

In reality, this may not be as important for a high school student as it is for a college student. As stated above, the Senior Project requires quite a commitment and it entails a 30-hour internship.

Job Placement

WDD

Students will continue to be referred to Luanne Fujimoto at Maui's Workforce Development Division (WDD). As an employment consultant at WDD, she first became involved with the School-to-Work program for high school students 10 years ago. Today, Luanne coordinates the business community's involvement in mock interviews at Maui High School as well as job counseling at Maui and Baldwin High Schools.

MEO

On June 3, the HSCL was informed at a Ku'ina staff meeting about the 2009 MEO Summer Youth Employment Program. This six-week training program enables youth to earn money while also gaining job training and skills. The HSCL sent a mass e-mail to the high schools and generated quite a bit of response. In addition, several students called the HSCL and were directed to Dennise Engano who is the Program Coordinator at MEO.

Cooperative Education & Job Placement

Debbie Revilla and the HSCL discussed how best to collaborate for high school job placement. A change was made to their *Job Order Form*, and now employers can check an additional box titled *Employment or Job Shadow for high school student (16-18 yrs. old)*. Employers complete this form to post jobs through the Coop at no charge. This information will be shared with WDD and MEO.

How To Keep A Job

The new job retention materials titled *How To Keep A Job*, which focus on the Top 5 Skills recognized by employers as being critical for employee success. This will be an excellent supplement to the existing job readiness skills taught through the PTP. The following table provides a visual perspective of the potential numbers of students who will be annually reached.

Public High School	Enrollment
Baldwin	1,726
Hana	104
King Kekaulike	1,413
Lahainaluna	1,038
Lanai	195
Maui	1,654
Molokai	463
Total	5,593

MCC Pilot Test at Maui High

The Ku'ina program introduced Jeneen Fukuroku, Maui High School PTP Coordinator, to several key staff members at MCC. MCC will pilot test one class of 30-35 students (Grade 11) at Maui High. An English class has been designated as the pilot test and MCC has identified activities for these students related to Compass Prep and the Compass Test along with an Orientation of Programs/Requirements (i.e. application, financial aid, MCC programs, etc.). This is the first step for MCC to provide a coordinated outreach to Maui County high schools.

3) OTHER ITEMS

WorkSource Maui

- Local Veterans Employment Representative (LVER) continues his efforts in providing a variety of services to our military personnel. LVER conducts outreach services once per week at the Maui Veteran's Center, employer relations twice per week including periodic checks with the Trade Unions and services Veterans on Lanai and Molokai.
- On-going assistance is being provided to employers interested in Alien Labor Certification (ALC) including request for Prevailing Wage Determinations and Work Opportunity Tax Credits (WOTC).
- Disability Program Navigator (DPN) staff continue to provide outreach services to various agencies on Maui to summarize, educate and promote the hiring of persons with disabilities. DPN staff has participated in numerous Workforce One Webinars (Mental Health Awareness, Collaboration in Action-One Stops and Mental Health Agencies, Social Security, Activities and Tools for DPN), attended monthly meetings with the Development Disabilities Council Maui Committee, Maui Disability Council, Medicaid Infrastructure Grant Committee and meeting with various other special needs service providers. DPN also attended the Pacific-Rim Conference on Disability held on Oahu.
- Trade Adjustment Assistance (TAA) Staff continues to provide case management and follow up services to participants eligible for services under this grant.

- Re-employment and Eligibility Assessment (REA) UI claimants scheduled to participate in the REA program continue to receive in-depth core and intensive services to facilitate their return to the workforce and referral to training services as necessary. 284 claimants were scheduled for REA services.
- First to Work/Job Development. Staff working with the Department of Human Services (DHS) Benefit, Employment and Support Services Division to provide case management and job referral, development and placement services to customers in the welfare and food stamps program. Staff also provides semi monthly workshops on job seeking and retention to customers referred by their DHS Case Managers.

4) ACTUAL vs. GOALS

Maui County's Performance Measures for period ending June 30, 2009.

CATEGORY	MEASURES	ACTUAL		GOALS
		Current Qtr	4 - Qtr	
ADULT	Entered Employment Rate	100%	50.0%	78%
	Employment Retention Rate	0%	100%	84.4%
	Earnings Change	\$0.00	\$13,570.10	\$10,632
	Employment and Credential Rate	0%	0%	62%
				-
DISLOCATED WORKER	Entered Employment Rate	40%	75.6%	77%
	Employment Retention Rate	61.5%	84.8%	83%
	Earnings Change	\$15,943.30	\$16,167.0	\$13,219
	Employment and Credential Rate	0%	0%	66%
OLDER YOUTH	Entered Employment Rate	0%	0%	74%
	Employment Retention Rate	0%	100%	81%
	Earnings Change	\$0	\$4,378.30	\$3,300
	Credential Rate	0%	0%	69%
YOUNGER YOUTH	Skill Attainment Rate	100%	75%	70%
	Diploma Attainment Rate	66.7%	61.1%	44%
	Retention Rate	0%	42.9%	51%
CUSTOMER SATISFACTION	Employer	State to provide at a later date		72%
	Customer	State to provide at a later date.		82%

Note: The information on the above report was taken from the 4th Quarter report (for PY08) from HireNet Hawaii report.

5) OTHER

REGISTERED APPRENTICESHIP PROGRAM

With the help from Alfred Valles (Office on Apprenticeship), Maui along with the other Counties were able to orchestrate the Hawaii Action Clinic on June 25, 2009 at the Ala Moana Hotel. The all day event was to help raise awareness of Registered Apprenticeship programs and the benefits for the participant and the employer. The end result of the Clinic was to have each County develop a plan, unique to themselves, to help raise awareness of Registered Apprenticeship within their community.

Maui's group, lead by Kevin Kimizuka (WDD) and Paul Kiang (Vocational Rehab) is in the midst of scheduling a meeting to review the action items identified at the June 25th Clinic and layout a plan of action to pursue the action items.

This was shared at our recent WIB meeting and much discussion resulted from this topic. Several WIB members have volunteered to be on this Committee to aid in its efforts. They realize the importance of establishing programs and promoting the value that registered apprenticeships have for the participants.

WIA ARRA ADULT and DISLOCATED WORKER PROGRAM

Maui WDD has hired two new staff members to assist with HireNet registration and provide job seeking services under ARRA. Both staff members have been learning the capabilities of the HireNet System to aid them in assisting our job seekers and business customers. They have also dedicated a great deal of time to about the various programs that are administered through WorkSource Maui. Included with their orientation is the familiarization of their partnering agencies and their respective services they offer.

With regards to direct ARRA services, both staff members have been assisting our customers (new claimants) daily to register them in HireNet Hawaii. They also provide direct job seeking services and job referrals (when available) whether in-person or over the phone.

Eventually, once the new hires have been acclimated, it is the intention of WDD to implement more in depth job seeking services, possibly grouping customers by common need and scheduling group sessions.

ARRA SUMMER YOUTH EMPLOYMENT PROGRAM (SYEP) – contracted with Maui Economic Opportunity, Inc. (MEO)

As of July 31, 2009, the Summer Youth Employment Program has registered 57 youth in the various programs noted below. The SYEP has the participant involved in a six week

program in which 32 hours per week are on-the-job and 8 hours is dedicated to classroom training/education.

Keiki Kokua Thrift Store (1 youth) – the individual is tasked with learning the various aspects of maintaining and operating the Store which includes sweeping and cleaning, moving boxes, packing and unpacking, sorting clothes, putting items out for sale, tagging, arranging and rearranging inventory. Punctuality and proper work attire (no shorts, miniskirts etc.) is also a requirement.

Hana Cultural Center (1 youth) – the individual is trained to be a greeter, demonstrator for arts and crafts and assists in the HCC gift shop. This provides an opportunity for the youth not only to learn skills, but to demonstrate (and learn) their knowledge of Hana and East Maui, along with polish their communication skills and phone etiquette.

Community Work Day (10 youth) – the individuals demonstrate an interest in the environment and do physical labor (e.g. pulling invasive weeds to maintain native plants, graffiti paint over, pick up trash along roads and at beaches, base yard maintenance, recycling).

Maui Coastal Land Trust (2 youth) – the youth are trained in the areas of ecological restoration including propagation of indigenous plants, removal of invasive, non-indigenous plants, and other related duties. They also gain the understanding of the principles of Hawaiian terrestrial ecosystem.

Boys and Girls Club of Maui (4 youth) -- the youth are trained to assist club staff (mentors) with conducting programs & activities for club members along with assisting with the cleaning of the Center. This provides an opportunity for the youth to develop their job skills along with their people skills as they work with the younger youth at the Centers.

ALU LIKE Hana (1 youth) – this individual is being trained to do light office work and working outdoors with youth daily activities.

Kihei Youth Center (2 youth) – this individual works and interacts with children ages 8-17 year old. They also assist with implementing programs & activities, indoor and outdoor, along with the maintenance of the facility. This is also an opportunity for the participants to learn communication skills with both youth and adults.

County of Maui-Hana (2 youth) – the youth are trained to maintain all facilities & custodial services areas in Honomanu Bay (Keanae), Keanae, Hana, and Kipahulu and are responsible for ensuring the areas are clean and safe for the public. These individuals will learn both academic and occupational work site skills, punctuality, safety, proper behavior, and proper usage of equipment and tools.

Association of the Fishponds of Maui (7 youth) -- the individuals will be trained to restore and maintain the rock wall of Ko'ie'ie Fishpond. They will also learn skills to manage and educate "Ao'ao O Na Loko I'a O Maui fishpond wall restoration volunteers in regard to proper safety procedures, fishpond wall restoration techniques, the Hawaiian

culture, its traditions, and practices, the cultural and historical value of Ko'ie'ie Fishpond, and the marine life and environment.

Maui Economic Opportunity, Inc. (MEO) Youth Services (2 youth) – these individuals will learn skills to assist with receptionist and clerical tasks including manning the front office and answering and directing phone calls as well as assisting with data entry and filing of applications, billing statements and timesheets. They will also assist with intake and screening process for all Youth Services programs. They will also obtain skills to learn to work with volunteers and other staff to ensure smooth and accurate operation.

Maui Economic Opportunity, Inc. (MEO) Head Start (3 youth) – individuals will be trained to: assist with the implementation of programs and curriculum that meet the needs of infants and toddlers; work with the child's parent/guardian and children in the center; assist with daily activities; and general office duties and responsibilities.

Maui Economic Opportunity, Inc. (MEO) - Being Empowered and Safe Together (2 youth) – the youth will be trained to assist with general office duties and responsibilities and learn program related duties.

Maui Economic Opportunity, Inc. (MEO) - Community Services (2 youth) – the youth will be trained to assist with general office duties and responsibilities along with data input information for Low-Income Housing Energy Assistance Program (LIHEAP).

Maui Economic Opportunity, Inc. (MEO) - Administration (2 youth) – the youth will be trained to assist with general office duties and responsibilities along with conducting intake and screening process for Senior Farmer's Market Nutrition Program (SFMNP).

Maui Economic Opportunity, Inc. (MEO) - Fiscal (1 youth) – the youth will be trained to assist with general office duties and responsibilities as it relates to the fiscal office.

MOLOKAI

Hale Mahaolu-Home Pumehana Senior Center (2 youth) – the youth will be trained to: assist grounds & buildings personnel with maintaining ground areas and apartment units as needed; assist with repairs of household appliances, lawn equipment, and office equipment; and assist in maintaining the grounds area including caring for greenhouse and the shared yard-areas.

Maui Economic Opportunity, Inc. (MEO) - Molokai Office (4 youth) – the youth will be trained to assist with general office duties and responsibilities along with respective program related items.

Molokai Community Service Council (MCSC) (1 youth) – the youth will be trained to assist MCSC's Fiscal Clerk with various accounting tasks including filing and payroll processing; the inputting of information into accounting software as directed; and assisting general office duties and responsibilities.

Molokai Youth Center (MYC) (4 youth) – the individual will be trained to assist MYC's Youth Program Specialist with creating and implementing youth program activities at the Molokai Youth Center.

State Parks Division, Pala'au State Park (2 youth) – the individual will be trained to participate in orientation of overall parks operation and safety procedures; assist with clearing branches and debris from public trails; assist with tree trimming (no power tools) and clearing of debris; assist with cleaning and maintaining public restrooms in the park; and assist with painting the restrooms and the Pala'au State Park Pavilion.

County Parks & Recreation, Building Maintenance (2 youth) – the individual will assist with the daily maintenance and care of County Park's facilities and grounds; learn the aspects of building repairs and landscaping; learn the skills need to assist in constructing park tables and benches, install air conditioners; and assist in painting of facility buildings.

Kaua'i WIB report to the WDC

Date:	August 10, 2009
Island:	Kaua'i County
Prepared by:	Jan Miyamoto, WIA Administrator

1) SUMMARY

CURRENT STATE OF KAUA'I'S WORKFORCE

Kaua'i's unemployment rate continues to rise, ending the fiscal year at 11.1% (with 3,700 of our friends and neighbors not working), almost a 150% increase over a year ago and 270% over two years ago. Our community has lost 2,850 (9.2%) of its jobs since our May 2008 high of 39,950.

Kaua'i's Unemployment Office attributes our 0.7% rise in unemployment (300 additional displaced) in June to:

A significant number of people unemployed during the school summer break include teachers, preschool workers, school bus drivers. Other applicants are from various industries. [Combined, the Kaua'i Marriott temporary layoff through September due to renovation and Monsanto's end of May closure account for about half of the new claims].

Business closures, layoffs, and postponed openings continue to be announced:

- Aloha Beach Resort and the Kaua'i Hilton, both having had the same owner as the Ilikai, went into receivership resulting in WARN notices to all 400+ employees. Staff members are being retained during this interim sale period.
- A& B's Kukui'ula Development had additional layoff phases since the initial layoff in October, in total impacting over 70 employees (almost 60% of its workforce).
- A& B's Kukui'ula Shopping Village, previously scheduled to open in late June and to hire over 200 employees in the coming months, has delayed opening until August.
- Six former chamber member businesses representing industries ranging from real estate to the hospitality closed recently.

For some businesses, there is a positive outlook on the horizon:

- The Princeville Hotel is scheduled to re-open in October as a 5-star St. Regis, six months later than originally planned when it closed in September 2008 for renovations. Their 350 laid-off workers who are all expecting to be recalled, represent over 10% of Kaua'i's current unemployed workforce.
- Green businesses on island including a biodiesel operation which converts used cooking oil from restaurants into diesel fuel and a photovoltaic electric installation company report demand for their products and anticipate a profitable future.

During the past 3 months, walk-in traffic to the *WorkWise! One-Stop Job Center remained steady, averaging 40 per day.

EVENTS/PROGRAMS

ARRA

Significant progress has been made in the Adult and Dislocated ARRA WIA and ARRA SCSEP programs since the ARRA staff person started on June 29.

Unfortunately, our Youth Summer Employment Program still has not commenced. A month after being awarded the program, the DOD withdrew from our contract due to procurement issues. This then necessitated the County of Kaua'i to post a request for an exemption to negotiate a contract directly with the sub-contractor. Although the process has been expedited, there have been numerous unexpected delays. We hope to have the contract executed by August 12 which will leave the contractor only 7 weeks to deliver the summer employment component.

Reed Act

One of KWIB's larger Reed Act-funded youth career awareness projects culminated with the Ka `Ulu Pono Youth Career Awareness Conference sponsored by Leadership Kaua'i in May, including projects from their other funding sources as well.. It showcased student projects from 4 high schools, three public and one private, which focused on potential careers within each of Kaua'i's 6 key industry clusters. Held at The Kaua'i Marriott, the event was well-attended by the business community and the public. <http://www.leadershipkauai.org/ka-ulu-pono.asp>

Leadership Kaua'i was also contracted to implement a leadership development and work readiness program for at-risk youth. <http://www.leadershipkauai.org/development-program.asp>

The County along with WorkWise – Kaua'i is finalizing our Job Fair Planning Handbook, the sustainability piece for our labor exchange event component of Labor Pool Expansion. The handbook is a resource guide to equip other organizations to plan and execute successful job fairs efficiently and with minimal research required. This will ensure that labor exchange activities can continue serving our communities around the island without the One Stop and WIA staff having to be directly involved in planning each event, particularly due to our limited staff and financial resources.

Registered Apprenticeship

The Director of the local Head Start Program operated by Child and Family Services, was one of the panelists at the RA Hawai'i Action Clinic held on O'ahu in June; he spoke of their program training primarily single parent moms for careers in Early Childhood Education. The other Counties expressed strong interest in replicating this program on their islands.

WorkWise-Kaua'i staff, WIA Administrator and Frank Ranger met recently to further discuss the concept and financial resources that might be available. As the current president of a statewide association of pre-schools, Frank will be following up with its members on the concept to generate more interest in establishing this program on a statewide basis.

Community Indicators Report

WIA Administrator served on the Kaua'i Planning and Action Alliance's task force for its second bi-annual community Indicators Report that reports data for 57 relevant community indicators in tabular and graph formats, as well as assessments of trends and what they might mean for Kaua'i. This report is used by decision-makers who are shaping Kaua'i's future. Sections of the report particularly relevant to the Board include: Economic and Business Climate, Public Education, and Neighborhood and Community Health and Well-Being.

Tourism Workforce Advisory Council

Kaua'i WIA Administrator, Honolulu and Maui Executive Directors, and Hawai'i County OED staff along with about 14 other private industry representatives are participating in this re-established group to address issues relevant to this essential sector and our economic driver.

2) INDIVIDUAL PROGRAMS

WorkWise! – ADULT AND DISLOCATED WORKER PROGRAMS

Events & Services

- The Senior Community Service Employment Program (SCSEP) - One participant recently secured full time employment and exited the program. It currently has 10 active participants, having doubled from 5 in February.
- REA remains active with staff processing 10 participants per week. As of 10/01/09, program expansion will include significantly more participant services.
- Staff presentation made to students from KCSA
- Office orientation conducted for Hoomana clients from the high schools, 15-20 per session
- Conducted Rapid Response Meetings for 105 laid off Kaua'i Marriott workers in conjunction with UI Office
- Panelist for Kaua'i Planning and Action Alliance public forum on community safety nets - available community resources and how to access them
- Staff presentation to KCC Cooperative Education students
- Hosted Job Corp, Kauai Coffee, Akamai Employment
- Assisted with Census Bureau Job Fair and Enterprise RAC Job Fair

Planning

- Planned WorkWise Kauai website re-design with Reed Act Coordinator
- Participated in Agricultural Summit, sponsored by the County and other organizations to discuss and plan for greater sustainability initiatives for Kaua'i
- Job Fair planning with Kaua'i Community College staff for possible Fall event
- Participated in many video-conferences and teleconferences planning for impending staff furloughs and One-Stop Center extended hours.

Staff Training

- New UI online application procedures
- H2B VISA new regulations
- Registered Apprenticeship conference
- Pell Grants Webinar

Administrative

- WDD/KRDP project staff program follow up and analysis
- Conducted interviews of 5 qualified candidates and subsequent processing of new ARRA (Stimulus Act) Program hire. Program staffed and fully active.
- Discussed Kauai Migrant Seasonal Farm Worker contract with MEO program staff
- Developed with KCC OCET staff WIA & ARRA training recommendations for KWIB
- Participated in UI Auditor interviews

WIA

- NEG has 2 active participants in long term training.
- ARRA programs active as of June 29

ABOUT FACE! - WIA YOUTH PROGRAM

As of July 31, the youth program has 44 participants in active case management and 26 participants who are in the one year monthly follow up services. As reported previously, 23 participants were enrolled during the PY 08 program year.

49 - Out-of-School Youth (+6) (Change since last report)

- **11 participants received their high school diplomas**
- **3 returned to high school** – Staff successfully counseled these youth to return to high school. Class and work experience in the real world were influential in their decisions.
- 35 are at various stages of pursuing either Competency-Based or GED high school diplomas through Kaua'i Community School for Adults, including 3 completing employment requirement to graduate (C-based) and 2 preparing for GED.

20 - In-School Youth (=)

- **11 graduated High School with 1 more to graduate upon completion of summer school.**
- 9 attending regular high school at 2 public High Schools, 1 private

One spring 2008 In-School participant is attending KCC, one is attending Maui Community College, and many recent graduates have registered for college.

9 - Teen Parents (=)

- 3 fathers – 1 in CB classes, 1 studying for GED, 0 working.
- 6 mothers – 4 in CB classes, 0 studying for GED, 1 graduated High School, 2 working

32 - Unsubsidized Employment (+5)

Employment opportunities are steadily improving. One In-School participant who got a summer job for the County as a lifeguard has been hired in a permanent position at the Waimea pool.

Success stories

- A Senior In-School participant was crowned Miss Kauai Filipina and awarded a large college scholarship.



Tashana Valmoja, Miss Kaua'i Filipina 2009, signs to 'I Don't Want to Go' as Kaua'i Police Sgt. Ken Carvalho, in charge of the D.A.R.E. program, holds a prop during the D.A.R.E. celebration, Thursday at the War Memorial Convention Hall in Lihu'e. Dennis Fujimoto/The Garden Island

3) OTHER ITEMS – Board Retreat with Mary Ann Lawrence to be held on August 19.

4) KAUAI COUNTY ACTUAL VS. GOALS FOR 4th QTR PY 08 (compared to prior quarter)

WIA Quarterly Report (ETA Form 9090) (7/21/09)

CATEGORY	MEASURES	3rd QUARTER	3 rd Q CUMUL 4-QUARTER	CURRENT QUARTER	CUMULATIVE 4-QUARTER	GOALS
ADULT	Entered Employment Rate	80.0	89.5%	0.0	75.0	79%
	Employment Retention Rate	85.7	87%	0.0	67.4	85%
	Average Earnings	\$17,298.00	\$17,061.74	NA	17,022.00	\$10,800
	Employment and Credential Rate	22.2	58.1%	0.0	40.7	62%
DISLOCATED WORKER	Entered Employment Rate	100.0	66.7%	0.0	37.5	79%
	Employment Retention Rate	50.0	87.5%	NA	90.0	86%
	Average Earnings	\$23,823.00	\$13,667.07	NA	14,980.80	\$14,000
	Employment and Credential Rate	0.0	50.0%	0.0	25.0	66%
OLDER YOUTH	Entered Employment Rate	100.0%	100.0%	NA	100.0	73%
	Employment Retention Rate	NA	NA	0.0	0.0	80.5%
	Average Earnings	NA	NA	-1910.00*	-1910.00*	\$3,900
	Credential Rate	100.0	50.0	NA	50.0	69%
YOUNGER YOUTH	Skill Attainment Rate	83.3	90.6%	93.8	97.1	70.5%
	Diploma Attainment Rate	28.6	47.8%	0.0	50.0	44%
	Retention Rate	0.0	45.5%	83.3	61.5	51%
CUSTOMER SATISFACTION	Participant		State to provide at a later date			82%
	Employer		State to provide at a later date.			72%

4Q Cumulative - 2nd Qtr PY 08

3rd Qtr PY 08

4th Qtr PY 08

met or exceeded goal	8	7	7
> 92% of goal	2	2	1
> 80% of goal	2	2	0
did not meet goal	1 (OY Cred)	2 (OY Cred; DW Cred)	7 (DW-EER; A/OY-RR; OY-\$)
			(A/DW/OY-Cred)
N/A, no exiters	2	2	0

Credential attainment continues to be a challenge, now for all three programs - attributable in part to limited financial resources as well as limited credential options available on Kauai. The low performance for EER, RR, and A\$ relate to the dramatic downturn in the island's economy.

* Calculation of OLDER YOUTH Average Earnings

Of those who are employed in the first qtr after the exit qtr and who are either not enrolled in post-secondary education or advanced training in the third qtr after the exit qtr or are employed in the third quarter after the exit quarter:

$$\frac{[\text{Earnings in 2}^{\text{nd}} + 3^{\text{rd}} \text{ qtrs after the exit qtr}] - [\text{Earnings in 2}^{\text{nd}} + 3^{\text{rd}} \text{ qtrs prior to participation qtr}]}{\text{\# of participants who exit during the qtr}} \text{ (divided by)}$$

The one Kauai youth exited during the applicable period had more total wages in the 2nd and 3rd quarter prior to participation than in the 2nd and 3rd quarter after participation which resulted in the negative average wage

Hawai'i County Workforce Investment Board (HCWIB)

Report to the WDC

Date: August 12, 2009

Island: Hawai'i

Prepared by: Kathleen Nielsen

1) Summary

Hawaii County has had a multitude of layoffs and business closures due to the continued downturn of our local, state and national economies. As a result, One Stop program partners have been attempting to accommodate those needing assistance. Additional funding through ARRA and PY 09 regular allocations are providing much needed assistance. ARRA programs are serving additional customers under Adult, Youth and Dislocated worker programs. Hawai'i County continues to collaborate across public and private programs.

2) Individual WIA Programs

Workforce Development Division - Adult Program:

Due to Hawaii County's high per capita poverty rates, Hawai'i Branch continues to dual enroll participants with one-stop partners like Alu Like, Division of Vocational Rehabilitation, Senior Employment & Training Program, and other non-mandated one-stop partners to optimize funding resources.

Hilo, a computer training room and the valuable resources from the Hilo Community School for Adults instructor are making it possible for WIA participants to receive basic education and basic keyboard training.

Orientation sessions are at capacity as many are interested in training and retraining. Specially, there is overwhelming interest in Certified Nurse Assistant Training. Unfortunately, many of our graduates are taking a longer time obtaining gainful employment upon completion.

In PY 2008, we achieved 115% of our enrollment goals (or planned 113 vs. accomplished 130)

As of mid August 2009, enrollment has far exceeded projections due to carryovers and high number of participants in queue.

The receipt of ARRA funds has greatly aided our backlog of qualified adult applicants.

Notable partnerships that supported the sustained quality and quantity of services included: 1) direct linkage with Going Home (prison-to-community reentry program) and its Co-Case Management Subcommittee; referrals from Workforce Solutions (consortium aiding persons with disabilities); referrals from Judiciary to support adjudicated adults; and referrals from Huiana DOE officials and youth agencies (for youth 18 years and older).

To date: ARRA Adult Enrollments: 22

Workforce Development Division - Dislocated Worker Program:

Business closures and multiple layoffs are generating many unemployed applicants seeking re-employment and re-training services under our Dislocated Worker Program. Conversely, training funds are very limited due to the steadily decreasing allocations.

Computer training and Certified Nurse Assistant training are the predominant training of choice. Many of the dislocated workers are now accepting employment opportunities that are well below their original expected pay range. Many participants are opting to return to school and/or receive more training during this economic downturn.

In PY 2008, we accomplished 113% of our goals (or planned 138 vs. accomplished 156)

As of mid August 2009, enrollment has far exceeded projections.

Although there is a queue of interested applicants and funds are extremely limited, with the receipt of ARRA funds, the overflow of qualified DW applicants can be addressed island-wide through a coordinated effort with WIA DW programs.

To date: ARRA DW Enrollments: 15

Goodwill Industries – Out of School Youth Program: Number Served: Ola has served a total of 79 older and younger youth during program year 2008-2009. Twenty youth graduated with their Competency Based High School Diploma (CBHSD) on June 13, 2009. Twelve youth will start HCC in the fall then exit from the Ola Program. Currently 56 youth are active participants. Ola continues to vigorously recruit and screen participants for the program. Fifteen potential new students are currently in the eligibility determination period. Of the students actively engaged all youth have set Basic Skills goal, Work Readiness goals and Occupational Skills goal.

Success: A total of twenty youth received their Competency Based High School Diploma for program year 2008-2009 on June 13, 2009. An additional three youth completed Phase I and Phase II on June 30, 2009 and will receive their CBHSD in July 2009. On June 29, 2009, fifteen youth completed the Occupational Knowledge Unit. Every student passed the unit test.

Due to enrollment of Ola youth in summer youth employment initiative, a majority of Ola youth will be off site for the month of July. The remaining youth are working through Job Readiness workshops and focusing on literacy and numeracy gains. Four youth successfully completed the paid employment experience program at Goodwill Industries of Hawaii and Green Collar Technologies.

Follow-up: Ola continues to work with youth who have returned to either their home school or those who are continuing their education through Hilo Community School for Adults. With the high number of graduates, Ola has increased the follow-up roster. Twelve youth are in various stages of enrolling at HCC and completing financial aid paperwork. Ola staff is actively involved to ensure they are successful and start classes as anticipated in August 2009.

Collaborations: The Ola program's ongoing collaborative relationships include Not on Tobacco (N.O.T.) Program, Harper's Car Rental, Verna's Drive In, Child Protective Services, Kokua Counseling, BISAC, Turning Point for Families, Child and Family Services, HCEOC – Dropout Prevention Program, Hilo Community School for Adults, Hawaii Behavioral Health, Catholic Charities, East Hawaii High School Principals and School Staff, Workforce Development Division, Judges, Public Defenders, Prosecutors and Probation Officers, East and West Hawaii, Neighborhood Place of Puna, Konawaena High School, Kealahou High School and Marine Corps Recruiting Hawaii. Malama Kahoolawe, Kamehameha Canoe Club, Big Island Martial Arts, Boys and Girls Club Community Garden, The Yoga Center, Capoeira Jurema Hawaii in Kona, Hilo Community Musician-Rueben Hoopii for Hawaiian, History and Ukulele, Green Collar Technologies and GIH Waiver/Adult Day Health Program.

New Collaborations: Artist and the Environment through Recycle Hawaii.

Activities: Ola I Ka Hana continues with CB and Basic classes as well as enrichment such as Capoeira, Gardening, Yoga, Art, Ukulele, TaeKwon Do and paddling. Classes continue in Kona, Hilo and surrounding communities

Paxen – In School Youth Program: We continue to serve our seventy two (72) “active” participants’ island wide and twenty three (23) participants in “follow-up” services.

There were three participants who graduated from Ka’u High School on June 5, 2009. All three participants are planning on attending Hawaii Community College in Hilo. Two of these participants will reside in Hilo during the school year, and the other will be taking advantage of our Mass Transit System in order to get to college weekly. I was able to case manage three participants in their work setting at Ka’u High School as part of their SOWE program participation. These participants showed gratitude towards the learning experience and the extra cash that will help get them ready for the new school year.

We have twenty (20) participants still attending High School on the East side of the Island, and another three who are in an alternative school setting. On June 5 there were five participants who received their High School Diploma at their respective schools. Out of these five participants, four will be attending college. One participant will fly to Oahu the day after graduation to begin Summer School at HPU where she will also be attending during the fall session. Another participant will be attending Oregon State University and has just completed her Huiana Summer program. The other two will be staying here on the Big Island and attending Hawaii Community College.

We have fifteen (15) participants still attending either Kealahou High School or Kona High School and have successfully completed this school year. There are 5 participants who walked the line and accepted their High School Diploma at their Graduation Ceremony in June 2009.

We continue to service our twenty three (23) participants who have been exited and are currently in follow-up services. We are beginning to concentrate on partnering up with our Adult Program to transition our WIA participants who have graduated from high school into the Adult workforce. We are working with the local community colleges and University to establish an “enrollment” day full of information regarding the colleges and financial aid assistance as the new school year rounds about.

We’ve assisted participants in applying for and sustaining higher education and financial aid tuition assistance, resume building, financial literacy, employment seeking, referrals to outside agencies, etc.

Collaborations: We continue to work with Public Library System, Department of Human Services, First to Work Program, Child Welfare Services, BISAC, Acadia Health Care, Mental Health Services, Child and Family Services, Workforce Development Offices, Huiana, HCEOC, Hilo and Kona Community School for Adults, Judges, Public Defenders and Probation Officers, Therapists, Staff from Hilo High school, Waiakae High school, Kea’au High school, Hawaii Academy of Arts and Sciences, Pahoa High School, Kamehameha Schools, Ka’u High school, Na’alehu School Kona High school, and Kealahou High school, local businesses

(Shaka, Hana Hou Restaurant, Boys and Girls Club, HOVE Loggers, etc).

Big Island Workplace Connection (BIWC) One-Stop Activities:

May 6: BEP fundraising Golf Tourney May 7: County ARRA briefing by Research and Development

May 20: Workforce Solutions Planning Meeting

May 20: Business Leadership Network Meeting (planning Annual Awards Banquet)

May 26: Workforce Solutions Disabilities Awareness Workshop at the Hilo Hawaiian Hotel

June 2: DOE Community Alliance Meeting to plan for upcoming Mentor Training
June 9: Going Home (prison re-entry program) Strategic Planning Meeting (revisiting effectiveness)
June 16: Initiate ARRA Summer Youth Program islandwide
June 16: Working in conjunction with Hawaii County Research and Development Dept. re: Green Jobs coordination
June 19: Coordinated first Veterans Employment Day at one-stop
June 23: Guest speakers at Mental Health consortium meeting on Oahu (wishing to replicate Big Island's Workforce Solutions Initiative)
June 30: Facilitated Hawaii Island Health Alliance's Workforce Subcommittee teleconference (assisting with recruitment and retention of health professionals)
July 28: Coordinated Labor Law Seminar for employers (approximately 50 in attendance)
July 29: Serving on Health Alliance Steering Committee (teleconference)
July 29: Participated in Huiana Hoike (graduation ceremony for summer completers)
Aug. 6: Working with a number of community partners re: upcoming Green/Energy Grants
Aug. 13: Green Funding Workshop for employers

3) Other Items/Programs

Certified Nurse Aide (CNA): As of mid Aug. 2009, we have enrolled 133 CNA participants. Next scheduled CNA class is set for Aug. 24, 2009. (Original goal was to serve 30 CNA participants. Since, we have been granted several extensions)

Reed Act I and II: see attached reports

Hawai'i Island Workforce and Economic Development Ohana, Inc (HIWEDO): Hawai'i Island Workforce and Economic Development Ohana, Inc (HIWEDO): HIWEDO continues to provide leadership with replication and sustainability for the following initiatives: Going Home and Huiana.

Going Home continues to review and develop its strategic plan, including plans for a replicability conference scheduled for later this year. The announced closing of Kulani prison is generating discussion and contingency planning.

Huiana's summer Ho'ike recognized the accomplishments of 40 students amidst many parents, program staff, and other well wishers. The internship program's popularity continues to expand and will be reflected in its strategic planning efforts, including expected expansion to West Hawaii stimulated, in part, by a partnership with the Paxen Group.

Major grants were submitted to augment the reentry program for ex-offenders with mentorship as well as substance abuse and mental health treatment. Grants are being developed around "green jobs" in cooperation with the state as well as independently.

4) Quantitative Report

Actual vs. Goals (4th Quarter PY 2008)	4th Qtr ACTUAL	4 QTR. CUMULATIVE	GOAL For Year	% of GOAL Cum./Goal
Youth Program				
Older Youth Entered Employment Rate	0.00%	0.00%	73.00%	0%
Older Youth Retention Rate	0.00%	0.00%	80.50%	0%
Older Youth Earnings Increase	\$0	(\$2,000)	\$3,900	-51%
Older Youth Credential/Diploma Rate	0.00%	0.00%	69.00%	0%
Younger Youth Skill Attainment Rate	63.60%	71.00%	70.50%	101%
Younger Youth Diploma or Equivalent Rate	50.00%	30.60%	44.00%	70%
Younger Youth Retention Rate	0.00%	34.80%	51.00%	68%
Adult Program				
Entered Employment Rate	41.20%	63.00%	79.00%	80%
Retention Rate	35.00%	71.20%	85.00%	84%
Average Earnings	\$0	\$14,036	\$10,800	130%
Employment and Credential Rate	50.00%	65.00%	62.00%	105%
Dislocated Worker Program				
Entered Employment Rate	58.80%	72.00%	79.00%	91%
Retention Rate	44.40%	84.30%	86.00%	98%
Average Earnings	\$18,181	\$12,269	\$14,000	88%
Employment and Credential	33.30%	68.80%	66.00%	104%

5) Other

HCWIB Quarterly Meeting:

Wednesday, August 12, 2009. The HCWIB held its quarterly meeting at Pohakuloa between Hilo and Kona, the middle of the island. Our speaker provided us with a briefing on their operations, workforce needs and their contributions to our community.

Hawai'i County Workforce Investment Board (HCWIB)

Reed Act Program Accomplishments 2006 – 2009

Final Report

Resource and Program Information:

Source:	Reed Act Funds (Unemployment Insurance Trust Fund) distributed by Act 190/Act 123
Total State Allocation:	\$10,000,000.00
Amt allocated to HCWIB:	\$ 1,900,554.00
Amt expended as of 3/31/09:	\$ 1,900,554.00
Program start date:	February 1, 2007
Completion date:	March 31, 2009

Accomplishments by category:

Employer Outreach and Services

- Developed a Business Service Center (BSC) within the local One-Stop Center in Hilo with panels, 5 computers, brochure stands, printers, peripherals and signage.
- Developed a Business Service Center (BSC) within the local One-Stop Center in Kona with 2 computers, printer, peripherals and signage.
- Established links with employer advisory groups to include Chambers, Associations, industry groups and HCWIB
- Business Service Reps coordinating industry studies to assess and prioritize business needs
- Business Service Reps continue to serve as liaisons for workforce and industries
- Facilitated /conducted **13 workshops for employers** providing information re: services for the ex-incarcerated, persons with disabilities and other program services available through the One-Stop (goal 6)
- Coordinated **3 job fairs serving over 400 job seekers and 40 employers**
- Hawaii Community College and Hilo Community School for Adults, Adult Basic Ed Classes held in the Resource Center
- Surveyed Business leaders on workshop needs in order to prioritize future initiatives
- Increased business awareness of WDD and BIWC services by **42%** (goal 30%)
- Increased customer (employer) satisfaction by **11%**, satisfaction measured at employer workshops, 83%-vs. 94%, (goal 10%).
- Increased employer usage of BIWC site **242%** (goal 50%)
- Increased employer participation with BIWC services by **31.97%** (goal 20%)
- Initiatives of Business Service Rep: Mayor's Health Crisis, Target Recruitment, Employer Appreciation Event, Kona Commons Employers, Sears, Hilton Grand Vacations, multiple HireNet Orientation workshops, industry workshops (eg medical, Astronomy, energy and tourism).
- Provided technical assistance including: job profiling, task analysis, prevailing wages, labor market trends and demographics, inventories and various assessment instruments for more efficient hiring and retention.

Labor Force Pool Expansion

- Established first-ever island wide high school student “Huiana” internship program
- **142 high school students** participated in Huiana internship program (goal 60)
- **81 employers** participated in Huiana internship program (goal 10)
- **10 High Schools** participated in Huiana internship program (goal 2)
- HUIANA program participants had marked increase in employability levels, career awareness and direction when comparing pre and post surveys.
- Mentors and employers indicated in pre and post surveys that Huiana youth will more than meet the challenges of Hawaii County workplaces.

- Established “Going Home”, a comprehensive prison-to-community reentry initiative for Hawaii County
- Serving **115 ex-offenders** (planned 40) and working with over **15 community agencies**
- Conducted **10 job readiness and life skills workshops** for furloughees
- Formed a Co-Case Management Team made up of **7 agencies to support ex-offender population**
- Construction of new educational building for Hale Nani complete, Jan 14, 09.

- Created “Workforce Solutions” consortium made up of **12 agencies collectively promote persons with disabilities**
- Conducted **3 disability forums, consumer fairs, training workshops** for disabilities population
- Held **15 employment related activities** (goal 6), **21 employer and applicant workshops** (goal 6) to promote employment including:
 - 4 business close ups,
 - 5 employer forums
 - 2 construction expos
 - 3 capacity building events
 - 5 Job fairs
 - medical billing orientation
 - Senior and mature worker job fair
- Increased special populations utilizing BIWC services by (goal 10%):
 - Individuals with Disabilities: 166 vs. 379, **128% increase**
 - Youth 19 and Under: 806 vs.1405, **74% increase**
 - Seniors: 5134 vs. 7228, **41% increase**
 - Ex Offenders: 115 persons (no comparable baseline, no percentage)
 - Veterans: 506 vs.600, **18.6%**

Capacity Building

- Provided intensive training for Board members and One-Stop staff
- Collaborating with Kauai County to co-sponsor a national speaker/trainer to address methods to strengthen the workforce system and to improve service delivery for all programs
- Enabled Board members and One-Stop staff to attend **4 national conferences**

- Coordinated meetings to bridge partnering among workforce development, economic development and educational entities
- Piloted with Kama'aina Careers to target former Hawaii residents for recruitment to Hawaii industries where there are chronic shortfalls (eg. Physicians)
- West Hawaii events have been scheduled with assistance of West Hawaii consulting "staff"
- Met with Going Home and Youth Council to discuss community needs, gaps in funding and potential sources.
- Sept 22-24, 2008 Capacity Building Workshop with Greg Newton
- Aug 2007 workshop from SPR, carried out action items from workshop including One Stop passport
- One Board Member attended Board capacity building workshop
- Develop presentation for NAWB 2008

Building Infrastructure (Technology and Equipment)

- Upgraded video conferencing equipment
- Provided wireless laptops to enhance service delivery in rural areas
- Currently providing transportation services for high school students to get to internship job sites

Administration

- Solicited bids and selected a vendor to install signage at the Big Island Workplace Connection, signage has been installed
- Procured One Stop job fair brochures
- Procured pre-employment training DVDs for use by employers and job seekers in the One Stop Business service center
- Procured job fair supplies, tablecloth, brochure holders for One Stop
- Reed Act portion of HireNet has been paid
- Awaiting budget and invoice for State Portion of Reed Act Administration

Sustainability

Hawaii Island Workforce & Economic Development `Ohana is the coordinating entity for Huiana Internship Initiative and Going Home Program. A new Executive Director has been hired to continue these initiatives while maintaining continuity in staffing and services.

Hawai'i County Workforce Investment Board (HCWIB)

Reed Act Program II Accomplishments 2008 – 2010

Resource and Program Information:

Source: Reed Act Funds (Unemployment Insurance Trust Fund) distributed by Act 189, 2008
Amt allocated to HCWIB: **\$ 2,000,000.00**
Amt expended as of 6/30/09: **\$ 125,967.17** (includes estimates)
Program start date: December 23, 2008
Completion date: June 30, 2010

Accomplishments by category:

Operation Mainstream II

Outreach and recruit the under-utilized populations, meeting the needs of local businesses.

- Contract was sent to WDD for signature on December 23, 2008, executed June 17, Services have been initiated, Reports pending

Employer Outreach II

Working in conjunction with the employer community to improve skill levels of business owners and employees, and to enhance overall quality of the workplace.

- Contract was sent to WDD for signature on December 23, 2008, executed June 9, 2009, Services have been initiated, Reports pending

System Building

This initiative will support the transition, expansion, and strengthening of youth and ex-offender programs. Examples of which are the Huiana student internship program and the Going Home ex-offender re-integration program. Transition of these two programs to HIWEDO's coordination and financial management is the first step in self-sustainability. Processes will be evaluated, refined and documented to facilitate the replication of these two programs in other counties. Support will also be provided to initiatives developed through the collaboration of economic development and workforce development, including Kama'aina recruitment, job readiness and exploration for youth employer outreach, and labor pool expansion.

- Huiana was transitioned to HIWEDO in February 2009
- 50 students were included in the Spring Session
- Support staff and contractors have been engaged by HIWEDO for Reed Act Initiatives
- Going Home was Transitioned to HIWEDO, support staff have been hired
- Going Home resource directory has been printed and delivered to 100 agencies and organizations
- West Hawaii Activities are beginning with Going Home staff in West Hawaii
- Strategic planning for Going Home has been initiated
- Assisted to send 5 Big Island representatives to NAWB. Three of whom were presenters

Administration

- Contracts with HIWEDO are in place.
- Contracts with WDD are awaiting execution by WDD.

Sustainability

Hawaii Island Workforce & Economic Development O'hana is the coordinating entity for Huiana Internship Initiative and Going Home Program. HIWEDO is co-located with WDD, in the One Stop and Business Service center.